

IEG-138/74  
22 May 1974

MEMORANDUM FOR: Chief, Support Staff, NPIC

SUBJECT : Promotion Policy

STATINTL

1. Agency regulation IIR [REDACTED] revised 19 November 1968, states "the promotion of employees is based on competitive evaluation of their performance, qualifications, length of service, and value to the Agency." The Center has employed three broad categories as a basis for promotion consideration for an employee; competitive evaluation of performance, competitive evaluation of potential, and time-in-grade. These categories satisfy the regulations with the possible exception of "length of service".

2. If the "length of service" regulation is satisfied by considering the employee's time-in-grade, then the Center's promotion policy is aligned with the Agency regulations. However, "length of service" has been employed by some managers as a strong promotion consideration for those average performers who have been in-grade for several years -- as a reward for "hanging in there and doing a decent job." Once promoted, this individual must accept greater responsibility and must be able to exercise greater authority. It is unlikely that this individual would be competitive at the new grade, proving the Peter Principle on incompetence.

3. In my judgment, the "length of service" as I have interpreted it is properly rewarded through the Periodic Step Increase and I concur with the draft NPIC instruction.

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In order to eliminate the stagnation that may occur by misinterpreting the regulations, I recommend that the Agency regulations on promotion be revised in a fashion to reflect the recent innovations in personnel management.

STATINTL

  
Chief, Imagery Exploitation Group,  
NPIC

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